

**SECRET**COMPT 81-0934

Central Intelligence Agency



Washington, D.C. 20505

**18 JUL 1981**

The Honorable Edward P. Boland  
Chairman, Permanent Select  
Committee on Intelligence  
House of Representatives  
Washington, D.C. 20515

Dear Mr. Chairman:

In his letter to you of 14 July, discussing our reasons for proceeding with an interim overseas differential, the DCI promised that we would provide additional back-up material. Such material is enclosed. Much of it was prepared in the course of our preliminary look at the question of proper compensation for our personnel working overseas. The enclosed material is, of course, not a substitute for the thorough systematic analysis which we will have prepared by external experts and which we will provide the Committee when it is completed early next year.

The enclosed material provides a profile of a CIA employee overseas, which describes the unique duties of CIA personnel which distinguish them from other government employees. It includes synopses of the CIA operations officer, communications officer, and support officer, and several brief case studies of typical CIA officers overseas. We have also included a preliminary summary analysis by the Office of Medical Services of the special stress that accompanies service overseas, particularly for CIA officers with the burden of living under cover, of being a special target of hostile elements, and of working clandestinely. The material also includes position descriptions of typical overseas positions that document and give the flavor of the unusual responsibilities and duties of CIA personnel and the special talents and capabilities required of CIA personnel.

Once again, I would like to thank the Committee for its understanding in the matter of the interim overseas differential, and I trust that the accompanying material and the forthcoming systematic analysis will help elucidate why we believe that CIA and other similar Intelligence Community personnel deserve recognition of the particularity of their overseas service.

Sincerely,

**/s/ B. R. Inman**

B. R. INMAN  
Admiral, U.S. Navy  
Acting Director of Central Intelligence

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Enclosures

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(17 July 1981)

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## THE CIA EMPLOYEE OVERSEAS: A PROFILE

1. Short Description of:
  - a. Agency Ops Officer Overseas
  - b. Agency Support Officer Overseas
  - c. Agency Communications Officer Overseas
2. Five Representative Case Studies - Excerpts from Actual Performance Reports
3. A Representative Sampling of Position Descriptions
4. A "Quick" Analysis of the Hay Study
5. Office of Medical Services Views of Stress in Overseas Service

Short Description of:

- a. Agency Ops Officer Overseas
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Five Representative Case Studies - Excerpts  
from Actual Performance Reports

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A Representative Sampling  
of Position Descriptions

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